

PAN-EUROPEAN STRUCTURE **for Education International Europe (EIE) and** **the European Trade Union Committee for Education (ETUCE)**

adopted by

**THE EI EUROPEAN REGIONAL CONFERENCE/
ETUCE GENERAL ASSEMBLY**

on 9-10 December 2003

RATIONALE

1. In little more than a decade, Europe has undergone profound political, economic and social changes, with major implications for the trade union movement in general, and for education unions in particular. The republics of the former Soviet Union have become independent states, and the nations of Central and Eastern Europe have reaffirmed their sovereignty while seeking entry into the European Union (EU). It is timely for the European members of Education International to conceive of a new **Pan-European** structure.
2. Developments in Europe must also be seen in the context of the process of globalisation, which affects all nations and regions. We must take into account the dynamics of global developments and the increasing need for international cooperation and solidarity within the trade union movement, especially in the education sector. It is therefore important to strengthen the ties between the global and the European levels of education union work. Like other Global Union Federations, EI and its member organisations face the challenge of developing strong, effective strategies at both the global and the regional levels.
3. The special challenge in the European region is to provide for a strong and clearly identifiable structure able to represent EI members at the EU, which unlike most other intergovernmental agencies, has the power to issue binding directives that must be implemented by member states. Moreover, the balance of powers between the EU and national governments and legislatures is again the subject of intense scrutiny as member states debate the new draft European constitution. This is particularly so with the intended enlargement of the EU. Formal agreements between the EU and the European Free Trade Association (EFTA) mean that EU decisions also directly affect countries in that grouping, while developments within the EU are of general interest to non-EU, non-EFTA countries.

There is no doubt that the EU will increasingly play a leading role for its member states not only in social affairs and labour market policies but also in education. This development of the EU's role demands a strong, well-defined teacher trade union representative organisation as a counterpart, an autonomous organisation that can also develop its role as a representative social partner in the area of education, training and research at the EU level.

EU labour market policies are developed through negotiation with the European Trade Union Confederation (ETUC) as the major social partner representing all European workers. To assist its work, ETUC needs a strong link to the representatives of teachers and other personnel in education, training and research, and ETUCE must strengthen its identity as the Industry Federation for the education and training sector within ETUC.

4. The enlargement of the European Union in May 2004 will require an adjustment of EI and ETUCE structures and statutes. That adjustment also has to take into account the planned integration of the WCT group within EI structures. This integration would facilitate a more comprehensive and effective education trade union strategy at the EU/EFTA level and at the Pan-European level.
5. Those member organisations in countries likely to remain outside the EU and EFTA in the foreseeable future, notably the CIS (ex-Soviet) European countries, have an interest in broader regional questions affecting education. These organisations also require effective representation at European intergovernmental institutions and initiatives, such as the Council of Europe, and in the Bologna process, which are not exclusively EU/EFTA.
6. In order to support and sustain the political linkage between EI and ETUCE, membership of organisations in ETUCE shall be defined and applied through EI.
7. In order to guarantee ETUCE its character as an autonomous organisation, playing a clear, identifiable and important role in EU policy development, ETUCE shall have a separate identity within the EI Pan-Europe structures, its own constituent bodies, responsibility for its own activity programmes, its own budget and a supplementary membership fee. It shall continue to have a General Secretary appointed by the ETUCE Executive Board.
8. In order to guarantee coherent working arrangements within the European structures, the governing documents of the EI Pan European Structure shall include the ETUCE structures, defined under a common Pan-European title. They are the legal successors to the existing EI Regional By-laws and ETUCE Constitution, and thus they shall serve as the necessary legal framework for the new joint trade union structure. These joint arrangements shall be reviewed in the light of operational experience after the first term of their existence.

9. The General Secretary of ETUCE shall be responsible for the implementation of decisions of the ETUCE Executive Board and the EI/ETUCE Bureau pertaining to EU/EFTA matters. The Regional Coordinator for Europe shall serve as the Secretary of the Pan European Committee and coordinate EI activities not pertaining to EU/EFTA. Through close cooperation they shall seek to make the best use of human and financial resources, avoiding overlap or duplication of work, so that the European structure may operate with the greatest possible efficiency and effectiveness.

OUTLINE

1. The new Pan-European structure is based upon a typical way of organising trade union representation:
 - A **Conference/Assembly** - bringing together delegates from the member organisation, with voting according to paid membership;
 - A **Committee/Board** - elected by the Conference/Assembly; and
 - A **Bureau** - comprising the officers elected by the Conference/Assembly

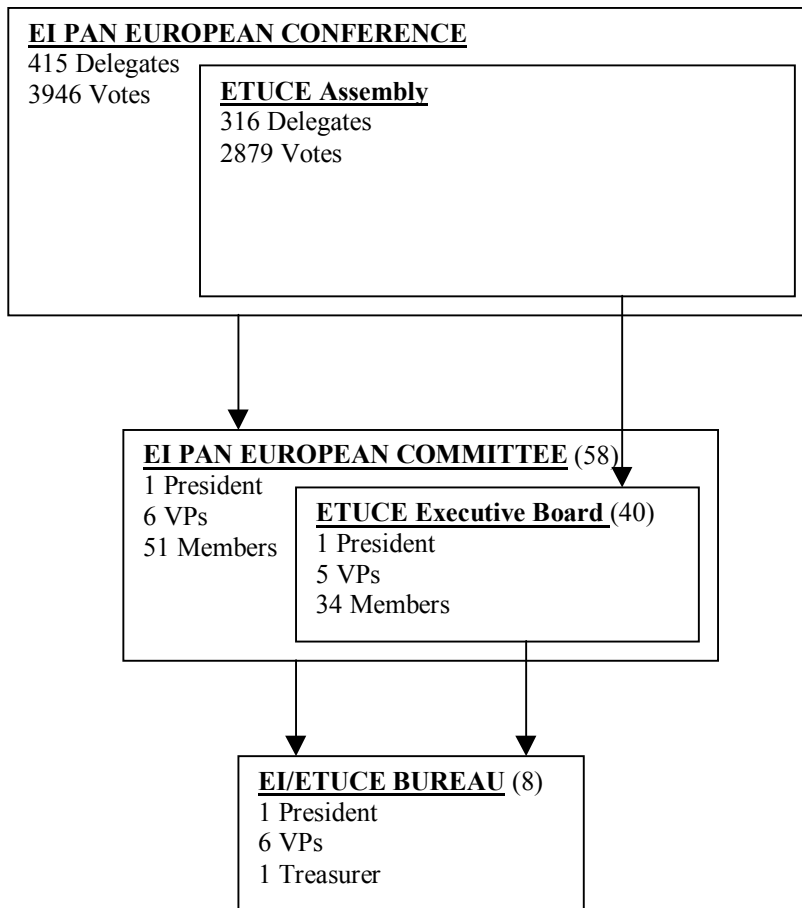
2. The particular characteristic of the new structure is that it provides for **integrated** meetings, at each of these three levels, of the Pan-European representation for the whole region, and ETUCE as the Industry Committee of the ETUC. Thus we have:
 - The **EI Pan-European Conference** incorporating the **General Assembly of the European Trade Union Committee for Education (ETUCE)**;
 - The **EI European Committee** incorporating the **ETUCE Executive Board**; and
 - The **EI/ETUCE Bureau** (the **EIE Bureau** and the **ETUCE Bureau**).

Meetings at all three levels will be held with common agendas that identify clearly those items that are to be considered and decided only by the relevant ETUCE body. Representatives from non EU/EFTA countries will be invited to remain present as observers for the discussion of those items.

3. As in other EI regions, the Pan-European Conference will be convened once between World Congresses, ie every three years. While the ETUCE General Assembly will have the same frequency, there will be meetings of a new **ETUCE Council** in the other two years. The ETUCE Council is a consultative and advisory body bringing together all ETUCE member organisations.

4. The **ETUCE** will continue to be served by a **General Secretary** appointed by the Executive Board. Pan-European activities, as well as work in support of member organisations outside EU/EFTA, will be undertaken by the **Regional Coordinator** who is a member of EI Staff.

5. The preparation of ETUCE budgets will be the responsibility of the ETUCE **Treasurer**, who will also supervise financial reporting concerning ETUCE supplementary dues, which will be collected together with EI dues.



JOINT STATUTES FOR A PAN-EUROPEAN STRUCTURE

1. NAME

- a) The regional structure of the Education International in Europe shall be defined as the **EI Pan-European Structure** incorporating the **European Trade Union Committee for Education (ETUCE)**.

2. COMPOSITION

- a) **The EI Pan-European structure** shall be composed of EI member organisations in the European region as defined by the Executive Board in accordance with EI By-Law 18.
- b) **ETUCE** is an autonomous organisation within the EI Pan European structure that is composed of EI member organisations in the countries of the European Union and the European Free Trade Association. ETUCE shall be the European Industry Federation for the education sector of the European Trade Union Confederation (ETUC). Articles in these statutes referring specifically to ETUCE are regarded as the Constitution of ETUCE.

3. FUNCTIONS

- (a) **The functions of the Pan-European Regional structure shall be:**
 - (i) to promote the aims and principles of Education International in the European region;
 - (ii) to promote regional cooperation and collective action to protect and advance the rights and interests of teachers and education employees and of education at the Pan European level;
 - (iii) to participate in the formulation of EI policy at the world level with particular regard to the World Congress;
 - (iv) to advise the EI Executive Board in accordance with Article 13 (c) (i) of the EI Constitution on policies and activities to be undertaken in Europe, and to assist in the implementation of these policies and activities;
- (b) **The functions of ETUCE shall be:**
 - (i) to promote the interests of member organisations within the European Union (EU) and the European Free Trade Association (EFTA) with all relevant EU and EFTA institutions through consultation and other trade union means and action;
 - (ii) to promote the social dimension of the European Union and the European Free Trade Association in association with the European Trade Union Confederation (ETUC);

- (iii) to determine and develop policies in relation to the EU and EFTA, and to represent member organisations at those bodies, as foreseen in article 13 (c)(ii) of the EI Constitution;
- (iv) to serve as the Industry Federation for education within ETUC and as social partner for the education sector in the EU Social Dialogue;
- (v) to promote assistance programmes by serving as the liaison between EU institutions and the Committee's member organisations with regard to national programmes sponsored by EU institutions in countries within the European Union and the European Free Trade Association;

4. ORGANISATION

The organisation of the EI Pan-European structure shall be:

(a) Governing Bodies

- (i) The **EI Pan-European Conference** consisting of representatives of Member organisations; to be convened jointly with the **ETUCE General Assembly**, that will consist of the representatives of member organisation from EU and EFTA countries
- (ii) The **EI Pan-European Committee** – consisting of representatives elected by the Conference; the **ETUCE Executive Board** will comprise representatives elected from EU and EFTA member countries
- (iii) The **EI/ETUCE Bureau** – consisting of the EI Pan-European and ETUCE officers elected by the Conference;

(b) Advisory Bodies

- (i) The ETUCE Council
- (ii) Advisory and Standing Committees
- (iii) Panels and Networks

(c) Secretariat:

The Secretariat shall comprise the ETUCE General Secretary and the EI Regional Coordinator

5. THE PAN-EUROPEAN CONFERENCE

Functions

- a) **An ordinary session of the EI Pan-European Conference, hereafter referred to as the Conference, shall :**
 - (i) adopt its rules of procedures and agenda;
 - (ii) elect the President(s), Vice Presidents and other members of the Pan European Committee;
 - (iii) determine the policies, principles of action and programme of the EI Pan European Regional Structure;
 - (iv) approve the activity report, the financial report and the proposed budget ;

- (v) determine the supplementary membership fees.
- b) **The ETUCE General Assembly shall:**
- (i) conduct any elections required for positions specific to ETUCE;
 - (ii) determine the policies, principles of action and program pertaining to the special functions of ETUCE;
 - (iii) approve the activity report, the financial report and the proposed budget pertaining to the special functions of ETUCE;
 - (iv) determine the ETUCE supplementary membership fees;
 - (v) appoint auditors.

Delegates and Observers

- c) The Conference shall be composed of delegates representing member organisations and the members of the Pan-European Committee. The ETUCE General Assembly shall be composed of the delegates representing member organisations in the EU and EFTA countries. Delegates from other countries shall be entitled to participate as observers at the ETUCE General Assembly.
- d) Each member organisation shall be entitled to one delegate and one additional delegate for every 20,000 members or a part thereof with a maximum of 25 delegates.

Voting entitlements

- e) Votes shall be allocated to each member organisation whose membership fees have been paid in full prior to the Conference in accordance with the following scale:
 - up to 1,000 members: 1 vote;
 - and more than 1,000 members, 1 additional vote for every 1,000 members or a part thereof.
- f) Only member organisations from EU and EFTA Member States shall be entitled to vote on decisions pertaining to the tasks of ETUCE specified in Article 5 (b);
- g) Member organisations shall receive provisional notification by the Bureau of the number of delegates and votes to be allocated to them. A Credentials Committee to be appointed by the Bureau shall verify and determine the allocation of delegate credentials and voting rights for each member organisation. No roll-call voting shall take place until the Conference has adopted the report of the Credentials Committee.
- h) A member organisation may give its votes by proxy to be exercised by another member organisation. Notice of this intention must be given in writing to the President prior to the opening of the Conference. No member organisation shall exercise a proxy vote on behalf of more than two organisations. This provision is restricted solely to the conduct of voting in elections of the European Committee as provided for in By-Law 6.

Frequency of Conference

- i) The Pan-European Conference, with the ETUCE General Assembly, shall meet in ordinary session at least once every three years.
- j) The venue, date and provisional agenda of the Conference shall be determined by the Pan-European Committee. Notification of the convening of the Conference shall be given at least three (3) months prior to the scheduled date.
- k) An Extraordinary Pan-European Conference shall be convened by the Pan-European Committee deciding by a two-thirds majority vote. An Extraordinary ETUCE General Assembly shall be convened by the ETUCE Executive Board deciding by a two-thirds majority vote. In either case, an Extraordinary Conference and/or Assembly shall be convened at the formal and properly substantiated request of at least ten (10) Member Organisations together representing at least one quarter of the paid membership. Notification of the convening of an Extraordinary Pan-European Conference shall be given at least two (2) months prior to the scheduled date, unless the European Committee determines that the extreme urgency of the Pan-European Conference requires a shorter period of notice.

Amendments and dissolution

- l) The Conference shall have the authority to amend these Statutes by a two thirds majority vote. The amended Statutes shall be submitted for endorsement to the Executive Board of the Education International. Amendments related expressly to the ETUCE shall come into effect by vote of the ETUCE General Assembly with a two-thirds majority.
- m) The ETUCE is an autonomous organisation and can only be dissolved by the ETUCE General Assembly with a two-thirds majority.

6. THE EI PAN EUROPEAN COMMITTEE AND ETUCE EXECUTIVE BOARD

Function

- a) **The Pan- European Committee** shall direct the affairs and activities of the Pan-European structure between the Pan-European Conferences. It shall meet at least twice a year. The Pan-European Committee shall:
 - (i) draft the agenda for the Pan European Conference;
 - (ii) review implementation of the resolutions and decisions of the Conference;
 - (iii) initiate policies and actions in accordance with the resolutions and decisions of the Conference ;
 - (iv) review and approve financial statements and submit budgets to the Conference;
 - (v) submit to the Conference a report on its decisions and activities;

- (vi) identify issues requiring coordination between the Pan-European level and ETUCE, taking into account the recommendations of the ETUCE Executive Board.
- b) **The ETUCE Executive Board** shall direct the affairs and activities of the ETUCE between ETUCE Assemblies. It shall meet in conjunction with the Pan European Committee. Members of the Pan European Committee from non EU/EFTA countries shall have the right to attend as observers, without the right to vote. The Board shall:
- (i) draft the agenda for the General Assembly;
 - (ii) review implementation of the resolutions and decisions of the General Assembly;
 - (iii) prepare recommendations to the Pan European Committee regarding issues requiring coordination between the Pan-European level and the ETUCE;
 - (iv) initiate policies and action in accordance with the resolutions and decisions of the General Assembly
 - (v) consider for approval financial structure and submit a budget to the General Assembly;
 - (vi) appoint from among its Members a Treasurer;
 - (vii) appoint for a three year term, the ETUCE General Secretary, who shall be eligible for reappointment for additional terms; candidates must be nominated by a national Member Organisation from an EU/EFTA country;
 - (viii) have the power to remove the General Secretary from office in the event of misconduct, incompetence or dereliction of duty;
 - (ix) submit to the General Assembly a report on its decisions and activities;

Composition

c) The Pan-European Committee shall be composed of

- (i) the President(s);
- (ii) six (6) Vice-Presidents, at least one of whom shall come from a non-EU/EFTA country;
- (iii) one (1) person from each country;
- (iv) one (1) additional person from each country with more than 250,000 dues paying members and not more than 500,000;
- (v) one (1) additional person from each country with more than 500,000 dues paying members;
- (vi) At least twelve (12) Members of the Committee shall be women, including at least two Officers;
- (vii) two (2) persons from the WCT/WCL group in EI¹;
- (viii) the Regional Coordinator of the Education International, and the General Secretary of the ETUCE shall be ex officio members of the Committee without voting rights;
- (ix) no national organisation shall have more than one (1) Member of the Committee, the Regional Coordinator of the Education International, and the General Secretary of the ETUCE not being counted for this purpose.

¹ This provision requires the adoption by the WCT Congress in July 2004 of the EI-WCT Agreement. In the event that the Agreement is not adopted this clause will lapse and the membership of those elected at the previous Conference will cease automatically.

- d) **The ETUCE Executive Board** shall be composed of the members of the Committee from the member countries of the European Union and the European Free Trade Association, and the ETUCE General Secretary.

Elections

- e) The elections of Members of the European Committee and ETUCE Executive Board shall not be carried out until a minimum number of candidates has been nominated which satisfy the requirements of this Statute.
- f) Where the number of candidates is greater than the number to be elected, each member organisation shall receive a ballot paper on which shall be indicated the number of votes allocated to that organisation.
- g) The elections shall be carried out in the following order:
- (i) The first election shall be for the office of **EI Pan-European President** and **ETUCE President**. If there is not more than one candidate, this candidate shall be declared elected. If there is more than one (1) candidate, Member Organisations which choose to vote shall vote for one (1) candidate. The candidate with the highest number of votes shall be declared elected.
 - (ii) If the person elected is not from an EU or EFTA country, there shall be a second election for ETUCE President, and only Member Organisations of the ETUCE shall participate in this election.
 - (iii) The third election shall be for the office of **Vice-Presidents**. If there are not more than six (6) candidates and they satisfy the requirements of Article 6(c) (ii) , they shall be declared elected. If there are more than six (6) candidates, Member Organisations shall vote for six (6) candidates only. To meet the requirements of Article 6(c)(vi), the two women candidates with the highest number of votes shall be declared elected first. To meet the requirements of article 6(c)(ii), the candidate from the non-EU/EFTA countries with the highest number of votes shall be elected next, unless elected under the previous provision. The remaining places shall be filled by the election of candidates with the highest number of votes.
 - (iv) The fourth election shall be for two (2) Members of the **WCT/WCL** group. If there are not more than two (2) candidates, they shall be declared elected. If there are more than two (2) candidates, Member Organisations shall vote for two (2) candidates. The two candidates with the highest number of votes shall be declared elected.²
 - (v) The fifth election shall be for one or more **Members from each country** in accordance with 6(c) (iii), (iv) and (v) above. If the number of candidates from a country satisfies the requirements of 6(c)(iii), (iv) and (v), he/she shall be declared elected. If there is more than the required number of candidates from a country, the number necessary to satisfy the requirements of Article 6(c)(iii) shall be elected first. The candidates to fill the places specified in Article 6(c)(iv), then (v) shall be elected next. Member Organisations shall vote for the number of candidates equal to the number of vacancies. To meet

² This provision requires the adoption by the WCT Congress in July 2004 of the EI-WCT Agreement. In the event that the Agreement is not adopted this clause will lapse and the elected members will be removed.

the requirements of Article 6(c)(vi) the women candidates with the highest number of votes shall be declared elected first.

- (vi) Should the result of the elections not satisfy the requirements of the Statutes, the next ordinary meeting of the Committee and Executive Board shall coopt the number of persons necessary, having invited nominations from Member Organisations.

Terms of Office

- h) The term of office of each member of the Committee shall be **three years** and shall expire
 - (i) at the end of the Conference; or
 - (ii) at such time as an organisation to which the member belongs is no longer a member of the Education International.
- i) A member of the Committee, who retires in accordance with paragraph (h) (i), shall be eligible for re-election.
- j) Article 10 (e), (f), (g) of the Constitution of the Education International shall be applicable to members of the Committees. In the event of removal the member concerned shall have the right of appeal to the Conference (meeting as EIE or ETUCE as appropriate).
- k) In the event of a vacancy, the Pan-European Committee or the ETUCE Executive Board, as appropriate, may appoint replacements. If the vacancy occurs:
 - (i) in the position of Pan-European President, a Vice-President shall be appointed as President until the next Conference;
 - (ii) in the position of ETUCE President, a Vice-President from an EU/EFTA country shall be appointed by the ETUCE Board as President until the next General Assembly;
 - (iii) in the position of Vice-President, a member of the Committee shall be appointed until the next Conference;
 - (iv) in the position of ETUCE Treasurer, a Member of the Executive Board shall be appointed until the next General Assembly;
 - (v) For other vacancies, the Committee or Board, as the case may be, shall seek a nomination, to which it shall give strong consideration, from the national organisation of the member being replaced.

7. THE EI/ETUCE BUREAU

Composition

- a) The Bureau shall be composed of:
 - (i) The Pan-European President, and the ETUCE President (in the event that two different people are elected to these positions)
 - (ii) The Vice-Presidents
 - (iii) The ETUCE Treasurer

- (iv) The ETUCE General Secretary³
 - (v) The EI European Regional Coordinator as ex-officio member without voting rights.
- b) For the purposes of ETUCE matters, the ETUCE Bureau shall be composed of the officers from EU/EFTA countries. The ETUCE Bureau can convene for extraordinary meetings if needed on the request of the ETUCE President or General Secretary.

Function and meetings

- c) The Bureau shall:
- (i) direct the affairs and activities of the EI Pan-European Conference and ETUCE between the Committee and Board meetings in conformity with the decisions taken.
 - (ii) Prepare European Committee and ETUCE Executive Board meetings and agendas;
 - (iii) Consider for approval financial statements and submit budgets and proposals for supplementary dues to the Pan-European Conference and ETUCE General Assembly in accordance with decisions made in each body;
 - (iv) have the responsibility for establishing Standing Committees, Advisory Panels and ETUCE Networks in accordance with the decisions of the Committee and the Board.
- d) The Bureau shall meet at least four times a year including meetings in conjunction with the Pan-European Conference and the ETUCE Council.

8. THE ETUCE COUNCIL

Function

- a) The ETUCE Council, hereafter referred to as the Council, shall provide advice to the ETUCE Board on all matters related to ETUCE policies.

Composition

- b) The Council shall be composed of the ETUCE Executive Board and two representatives of each member organisation in the EU and EFTA Member States.

Frequency of Meetings

- b) The Council shall meet annually except in the year that a Pan-European Conference is convened.

³ Subject to review of the right to vote at the time of the appointment of the next ETUCE General Secretary

9. ADVISORY AND STANDING COMMITTEES, NETWORKS AND PANELS

The Committee or the ETUCE Board may establish such advisory and standing committees, networks and panels as it deems necessary to advise them on specific issues or sectors from time to time. The Committee or the Board will determine the remit of such Advisory Committees and the duration of their operation. Committees, networks and panels established to deal with issues or sectors within the EU/EFTA area shall operate under the supervision of the ETUCE Executive Board.

10. THE PRESIDENT(S), VICE-PRESIDENTS AND ETUCE TREASURER

- a) The President(s) shall be the principal representative(s) of the EI Pan-European structure and, respectively, of the ETUCE.
- b) The President(s), or in his/her/their absence, one of the Vice-Presidents⁴ shall:
 - (i) chair the Pan-European Conference and/or the ETUCE General Assembly;
 - (ii) chair the meetings of the Pan-European Committee and/or the ETUCE Executive Board and the EI/ETUCE Bureau;
 - (iii) represent the Pan-European Structure, and, respectively, the ETUCE;
 - (iv) maintain liaison with the EI Executive Board.
- c) The ETUCE Treasurer shall be responsible to the ETUCE Executive Board for financial affairs, and specifically for recommendations concerning ETUCE supplementary dues and the related expenditures. He/she shall:
 - (i) supervise the management by the ETUCE General Secretary of income and expenditure;
 - (ii) submit financial statements to the Executive Board and the General Assembly.

11. SECRETARIAT

- a) The **ETUCE General Secretary** shall support the ETUCE structure and carry out the decisions of the ETUCE Executive Board and EI/ETUCE Bureau pertaining to EU/EFTA. He/she shall:
 - (i) report to the ETUCE Executive Board;
 - (ii) initiate proposals for consideration by the ETUCE bodies, in all matters related to ETUCE policies;
 - (iii) implement the decisions of the ETUCE bodies;
 - (iv) maintain liaison with member organisations in the EU/EFTA countries,
 - (v) maintain liaison with the European Trade Union Confederation and with the institutions of the European Union and represent ETUCE as appropriate at relevant meetings of those bodies;
 - (vi) convene and prepare meetings of the ETUCE bodies;

⁴ In the event that separate persons are elected as President of the Pan-European Conference and the ETUCE, these functions will be separated. All ETUCE meetings will be chaired by an officer from an EU or EFTA country.

- (vii) keep a record of the proceedings of the ETUCE bodies;
 - (viii) submit activity reports to the ETUCE bodies;
 - (ix) manage, under supervision of the Treasurer, the income and expenditure of the ETUCE bodies;
 - (x) manage the ETUCE Secretariat and cooperate with the EI General Secretary to make the best use of human and financial resources.
- b) The **EI Regional Coordinator** shall support the Pan European structure(s), coordinate the work deriving from decisions taken by the Pan European Committee and EI/ETUCE Bureau not pertaining to EU/EFTA, cooperate with the ETUCE, and perform other tasks as determined by the EI General Secretary.
- c) The Coordinator of the WCT/WCL group may attend meetings of the Committee and ETUCE Executive Board and of the Bureau as an observer, with speaking but not voting rights⁵.

12. FINANCES

- a) Supplementary membership dues to be paid by the member organisations shall be determined by the Conference on a per capita basis in accordance with By-Law 20 of the Education International.
- b) Supplementary dues to cover all expenses related to the ETUCE budget shall be determined by the ETUCE General Assembly.
- c) All supplementary dues shall be paid to the Education International before June 30 of each year, and shall be computed on the membership reported as of 31 December of the preceding year.
- d) Any organisation which is more than twelve (12) months in arrears of the payment of its supplementary membership dues, without the approval of the Committee, may, at the recommendation of the Committee, be suspended by the Executive Board of the Education International in accordance with Article 7 (b) of the Constitution.
- e) If a member organisation is unable to fulfil its financial obligations, owing to extraordinary circumstances, the Committee may recommend the Executive Board of the Education International to, in accordance with Article 19 (c) of the Constitution, grant a delay, a temporary reduction or, in extreme cases, a temporary exemption from the payment of such supplementary fees.

⁵ In the event that the WCT Congress in July 2004 does not adopt the EI-WCT Agreement, this clause will lapse. This amendment was adopted unanimously at the ETUCE Executive Board meeting of 23 September 2003.